



The first user-customizable microprocessor

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Private & Confidential

Paul Strong Esq
52 Stapleford Close
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2nd February 2001

Dear Paul

I refer to my two recent letters dated 18th and 24th January 2001 to which I have failed to receive any response from you. I am extremely disappointed that you have not been able to respond to these letters as we are very concerned by your recent health problems and we really do need further information about your condition.

I understand from your attendance record that since 5th October 2000, you have taken 52 days off work for reasons relating to illness. Excluding holidays, since 5th October 2000, the company records show that you have only attended work on 23 days. Since you first reported your sickness to the company, we have on numerous occasions asked you to comply with your contractual requirements to provide Doctors' Certificates for all your periods of absence. To date you have failed to provide the company with Doctors' Certificates for the period 23 January to present day previously you have presented these certificates either late or only when reminded to do so by the Company. Furthermore, during November when you were absent for a number of days each week, you also failed to self certify for those days of absence as required to do so under your Contract.

The company has also requested that you telephone us to provide updates on your progress. Despite your calls on 11 and 15 January and a rather vague e-mail received on 23rd January and telephone calls received from your wife on 18th and 19th December, you have failed to provide us with the information necessary to properly clarify your state of health. In my recent letter dated 18th January 2001, I also asked you to provide me with your consent to allow us to approach your GP to obtain a medical report which you confirmed you would do when you spoke to Lorna on 31st January. As I explained in my letter, this is necessary to allow us to establish a prognosis for your condition and to try to ascertain the likely length of your continued absence, as well as to establish whether there is anything we can do to assist your recovery. Nevertheless, despite advising Lorna that you would return this consent form immediately, we have failed to receive anything from you.

Both Debbie and Lorna have, in the past week, attempted to call you on a number of occasions, sometimes on several occasions each day for an update. Although they have tried to contact you on all your telephone numbers they have both failed to obtain any response.

EXHIBIT E



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In the circumstances, we cannot help concluding that you no longer wish to remain an employee of the company. Your continued absence and lack of communication is having a detrimental effect on your department.

For that reason, unless we receive from you within the next 7 days, all of your Doctors' Certificates not previously provided for your periods of absence to date and the return of your consent form allowing us to approach your GP (which you have of course already agreed to), the company will have no option but to assume that you have no intention of returning to work and that you no longer wish to be employed, whereupon we will forward you your P45.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Simon Poulton', written over the 'Yours sincerely' text.

Simon Poulton
Chief Financial Officer

A large, handwritten checkmark in black ink, drawn across the lower half of the page.